



We promise
to support your
wellbeing at work



We promise
that we will be a fair and
inclusive place to work



We promise
to say "well done", recognise
and reward you for great work



We promise
you opportunities
to do your best



We promise
you a good place to work so
we can do the best for the city

Our People Promise has been developed in collaboration and based on evidence to improve our employment offer to ensure:

- We are able to recruit and retain the staff needed to deliver services and meet the diverse needs of the city's residents and visitors;
- the council is a high performing organisation;
- there is an inclusive working environment where there is equality of opportunity;
- there is a culture that supports staff to be their best.

Our
People
Promise





Our People Promise has 5 work-streams designed to improve our employment offer and the performance of the organisation. Each has a programme of activity and involves a wide range of staff, TU colleagues and staff Forums. Our actions include:

- Roll-out of a Leadership Development Programme
- A new behaviour framework
- A coaching and mentoring offer
- A well workforce survey to inform our wellbeing work
- Menopause awareness training
- Health checks for City clean and other front line staff
- Support for carers
- Men's health campaign
- Resilience and mental health training
- A mediation offer and a focus on early resolution
- Collaborative development of a Fair and Inclusive action plan to address issues of discrimination
- New methods of recruitment to make our jobs more accessible
- A new benefits package
- Initial work complete on a pay review
- Big Difference Awards to recognise great work
- Launch of a volunteering strategy
- Pensions awareness sessions
- A staff survey to inform our next steps (results due in May)
- Using our workforce data to measure our performance

